SEXUAL HARASSMENT

Objectives

- Define Sexual Harassment
- Explain the categories of sexual harassment
- Explain the elements of sexual harassment
- Forms of sexual harassment

OBJECTIVES

- Identify behaviors of sexual harassment
- commanders and leaders responsibilities
- Explain the sexual harassment checklist
- Techniques to deal with sexual harassment
- Explain the administrative actions

DEFINE SEXUAL HARASSMENT

- **Sexual Harassment is a form of sex discrimination that involves UNWELCOMED sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature:**

WHEN

- **Submission to or rejection of such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, or career.**

- **Submission to or rejection of such conduct by a person is used as the basis for career or employment decisions affecting that person.**

WHEN

- **Such conduct interferes with an individual's performance or creates an intimidating, hostile, or offensive environment.**

When

- **Any person in a supervisory or command position who:**
  - **Uses or condones explicit or implicit sexual behavior to control, influence, or affect the career, pay or job of another soldier or civilian employee is engaging in sexual harassment.**
  - **Makes deliberate or repeated UNWELCOMED verbal comments, gestures, or physical contact of a sexual nature is engaging in sexual harassment.**

Categories of Sexual Harassment

- Quid Pro Quo
- Hostile Environment

Quid Pro Quo

- Latin term meaning “this for that”
- Conditions placed upon a person’s career or terms of employment in return for sexual favors
- Promises of career advancement, promotions, and other benefits, should the victim give-in to the sexual advances.

Hostile Environment

- Offensive
- Unwanted
- Unsolicited comments and/or behaviors of a sexual nature

Related Elements of Sexual Harassment

- Impact vs. Intent
- Reasonable Person Standard

Forms of Sexual Harassment

- **Extreme - Proposition, sexual assault, rape**
- **Subtle - Verbal calls, unwanted physical contact, love notes, memo’s, gossip, and rumors**

Behaviors of Sexual Harassment

- **Verbal Sexual Harassment:**
  - **Jody calls of a sexual nature**
  - **Barking, growling, oinking, whistling**
  - **Sexual oriented remarks about another's clothing, body, or sexual activities**
  - **Pressure, no matter how slight, for sexual activity linking it to threats to job, grade, etc**

BEHAVIORS OF SEXUAL HARASSMENT

- Sexually degrading language and/or profanity
- Promises of rewards/benefits for cooperating
- Telling jokes with sexual connotations
- Personal inquiries unrelated to work
- Referring to co-workers as dear, baby, honey, sweetheart, hunk, etc

BEHAVIORS OF SEXUAL HARASSMENT
(Continued)

- **Nonverbal Sexual Harassment:**
  - Sexually oriented entertainment at functions
  - Looking the other way
  - Leering or staring at another's body
  - Gestures made with intentional sexual overtones
  - Leaving sexually suggestive notes

BEHAVIORS OF SEXUAL HARASSMENT
(Continued)

- Displaying sexually oriented cartoons, pictures, and magazines
- Adding sexual pictures to presentations
- Manipulation of parts of the anatomy or clothing
- Faxes, modems, and computer programs of a sexual nature

BEHAVIORS OF SEXUAL HARASSMENT
(Continued)

- **Physical Sexual Harassment:**
  - Touching
  - Patting
  - Pinching
  - Bumping
  - Grabbing
  - Cornering
  - Hugging

Behaviors of Sexual Harassment
(Continued

- Kissing
- Playing footsie/kneesie
- Blocking a passageway
- Unsolicited back and neck rubs
- Unsolicited clothing adjustments
- Rape

Sexual Harassment Checklist

- Is the behavior sexual in nature?
- Is the behavior unwelcome?
- Does the behavior create a hostile or offensive environment?
- Have sexual favors been demand, requested, or suggested?

IMPACT OF SEXUAL HARASSMENT

- **Individual/victim:**
  - **Anger, reduction in performance, avoidance, increased absentee rate, and self blame physiological and emotional, stress**
- **Unit:**
  - **Loss of unit cohesion, low morale, and undermines readiness**
- **Mission:**
  - **Detracts from mission accomplishment**

Commander's Responsibilities

- Examine his/her own personal behavior
- Provide an environment free of intimidation, hostility, or psychological stress
- Control social interactions so that they do not interfere with productivity
- Establish, maintain and enforce standards

Commander's Responsibilities (Continued)

- Take corrective action whenever sexual behavior is displayed
- Assign responsibility to the appropriate parties by holding persons accountable for their own actions
- Take disciplinary action when sexual harassment has occurred

Leader's Responsibilities

- Examine his/her own personal behavior
- Provide an environment free of intimidation, hostility, or psychological stress
- Control social interaction so that they do not interfere with productivity

Leader's Responsibilities
(Continued)

- Read and understand the policies and regulations, so you know what sexual harassment is
- Be knowledgeable of the fact that sexual harassment exists
- Enforce the standards
- Educate and inform all soldiers in your organization about sexual harassment

Techniques to deal with Sexual Harassment

- Direct approach
- Indirect approach
- Third party
- Chain of Command
- File a informal/formal complaint
- Report the harassment to chain of command

Strategies for Combating Sexual Harassment

- Be Pro-Active
- Conduct sexual harassment training
- Role play during workshops
- Outline procedures and policies
- Use bulletin boards
- Be familiar with regulations/policies

TECHNIQUES FOR PREVENTION

- Diary
- Talking
- Intermediary
- Letter
- Confronting
- Reporting

Summary

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Con’t Summary

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